

AGENDA

CONDUCT BOARD

November 8, 2004

**James W. Craig, Thomas R. Clark,
Douglas J. Wenners, Toni Pappas,
Dennis Smith**

5:30 PM

**Aldermanic Chambers
City Hall (3rd Floor)**

1. Chairman Craig calls the meeting to order.
2. The Clerk calls the roll.
3. Swearing in of all witnesses anticipated to testify before the Conduct Board on matters to be considered this evening, to be conducted by the Clerk.
4. Presentation of testimony regarding Issue #1 David Ryan to be considered in order as follows:

Allegation #1:

Mr. Beaudry indicated that he couldn't understand why the administration would allow Mr. Ryan to coach hockey at Trinity and do "part-time" police work for the town of Auburn. He stated on several occasions to Dr. Michael Ludwell, the Superintendent of Schools, and Dr. Bass that "this practice" was unacceptable and wanted something done about it.

Testimony to be presented on behalf of School District followed by testimony presented on behalf of Arthur Beaudry.

Allegation #2:

When Mr. Ryan asked for and was approved to take "time" to attend a court hearing for his police work, Mr. Beaudry not only asked for a letter of reprimand, but stated to both the Superintendent and Dr. Bass, "I want him fired." The Superintendent made it very clear that there were no grounds for dismissal, and furthermore, no letter of reprimand, only a reminder as to the procedural protocol necessary for a request of leave. Mr. Beaudry later communicated his frustration and concern over Mr. Ryan's actions, as well as the central office administration's response, in this matter as well as a new situation involving Mr. Ryan's hockey travel to Ms. Mary Donovan, Human Resources Director (HR). Ms. Donovan reports that Mr. Beaudry approached her on several occasions stating that he was

“very upset” that Mr. Ryan was using “time” to go to his coaching job elsewhere. Ms. Donovan further states that Mr. Beaudry went on to say that he was very upset that nothing was being done about it. He exclaimed to her, “He should be fired!” Ms. Donovan adds that Mr. Beaudry spoke to her about this issue at least five times, each time with increasing frustration and demand that “discipline be issued” and that the matter be handled in a manner that meets with Mr. Beaudry’s satisfaction.

Testimony to be presented on behalf of School District followed by testimony presented on behalf of Arthur Beaudry.

Allegation #3:

Mr. Beaudry made inquiries as to the certification of Mrs. Maura Ryan, a physical education teacher at West, who also happens to be Mr. David Ryan’s wife. Although there are several teachers throughout the district who are in various stages of completing an “alternative” certification plan, Mr. Beaudry made a point of making an issue about Mrs. Ryan. He asked why the central office allowed this to happen and repeatedly pressured the Superintendent to “follow up” on having “teachers” in our employ who were not living up to the standards imposed by NCLB (No Child Left Behind), federal legislation that goes into effect for all teachers in the employ of the Manchester School District in the 2005-06 academic year.

Testimony to be presented on behalf of School District followed by testimony presented on behalf of Arthur Beaudry.

Allegation #4:

Mrs. Janice Thompson, Principal at Manchester West High School, stated in a telephone conversation with Mr. Ryan, “I can’t believe he’s making such an issue of Maura (Mrs. Ryan) when Keith Puglisi, (another physical education teacher at West) is in the same boat, yet, he’s (Mr. Beaudry) never even mentioned his name.” Mrs. Thompson later stated that she believed it was a personal attack on Mrs. Ryan because of the fact that she (Maura) was married to Mr. Ryan, and that most of the faculty at West High School also perceived the concern over Mrs. Ryan as a personal attack by Mr. Beaudry. HR Director, Ms. Donovan, also stated that Mr. Beaudry had made several inquiries to her “concerned about teachers assigned in areas they were not certified,” and went on to specifically name Mrs. Maura Ryan. Mr. Beaudry stated to Ms. Donovan, “he was looking for assurance that the central office was aware of the matter and would do something about it.”

Testimony to be presented on behalf of School District followed by testimony presented on behalf of Arthur Beaudry

Allegation #5:

Mr. Beaudry was very concerned about the caseloads of the APs at CHS and wanted to know why Mr. Ryan's was significantly lower than the others. When it was explained that the principal, Mr. John Rist, wanted it that way because of the "heavy" student/teacher scheduling (master schedule) demands placed upon Mr. Ryan's time, he dismissed it as favoritism and not a good justification, and that it was patently unfair to the other APs. He suggested that central office administration impose a "switch" of responsibilities to ensure more equity amongst the AP's. He was delighted to hear that Dr. Bass urged Mr. Rist and Mr. Ryan to consider switching the Section 504 responsibility from Mrs. Davis to Mr. Ryan in an effort to even out the duties and responsibilities. After due thought and consideration, however, Mr. Rist emphatically voiced his concern over such a move, and as a result, the Section 504 assignment remained with Mrs. Davis. Mr. Beaudry was very disappointed to learn of this and questioned why Mr. Rist was so supportive of Mr. Ryan.

Testimony to be presented on behalf of School District followed by testimony presented on behalf of Arthur Beaudry.

Allegation #6:

When Mr. Ryan asked for and received "time" to coach an out of town hockey game for his Trinity team, Mr. Beaudry was incensed and said to Ms. Donovan, "if some kind of disciplinary action is not taken, I'm going to the newspaper." Ms. Donovan perceived this as a threat and immediately relayed the conversation to the Superintendent and Dr. Bass. Mr. Beaudry went so far as to ask for the "time slips" to verify the date and time of Mr. Ryan's departure and also demanded to see the letter Dr. Bass sent to Mr. Ryan, and to Mr. Rist who had authorized his release. Ms. Donovan acting on the advice of the Superintendent declined to show Mr. Beaudry those letters. Mr. Beaudry also wanted the administration to insist that Mr. Ryan would no longer be allowed to either coach or work outside the school district for Mr. Beaudry made it very clear that he felt it interfered with Mr. Ryan's duties as an AP at CHS. It should be noted that Mr. Ryan felt so "harassed" by Mr. Beaudry's continual "concerns" and allegations that he referred the matter to his legal counsel.

Testimony to be presented on behalf of School District followed by testimony presented on behalf of Arthur Beaudry.

Allegation #7:

Mr. Beaudry became so incensed over the issues involving Mr. Ryan's "release" from work that as recently as last week (4/23, 4/27) he made several phone calls to Ms. Donovan demanding information about the discipline, questioning what had been done! He also informed Ms. Donovan that he knew how much "personal time" had been charged against Mr. Ryan and that he wasn't satisfied; he wanted her to do something about it and to make sure that Mr. Ryan was not allowed any more "personal time." Ms. Donovan expressed her concern to the Superintendent and Dr. Bass that Mr. Beaudry may somehow have access to "time slips."

Testimony to be presented on behalf of School District followed by testimony presented on behalf of Arthur Beaudry.

Allegation #8:

Mr. Beaudry complained to the Superintendent that he learned that Dr. Bass was chairing the "search committee" for Principal at Southside Middle School and he had it on "good authority" that Mr. Ryan was approached by Dr. Bass for the job, and as a result, it was going to be a "rubber stamp" for Mr. Ryan if something wasn't done about it. Mr. Beaudry wanted the Superintendent to investigate and monitor the committee interviews to ensure that Mr. Ryan wasn't "hand picked" by Dr. Bass. The Superintendent did approach Dr. Bass about Mr. Beaudry's concerns. Dr. Bass attested that the committee represented both school and community and included thirteen members whose charge was to seek a unanimous endorsement of the eventual candidate of choice, who in turn would be recommended to the Superintendent with other "secondary" candidates for his consideration before any "final" candidates were recommended to the BOSC.

Testimony to be presented on behalf of School District followed by testimony presented on behalf of Arthur Beaudry.

5. Discussion relative to establishing future meeting dates, any further matters to be considered, and any other actions deemed necessary by the Board.
6. If there is no further business, a motion would be in order to adjourn.